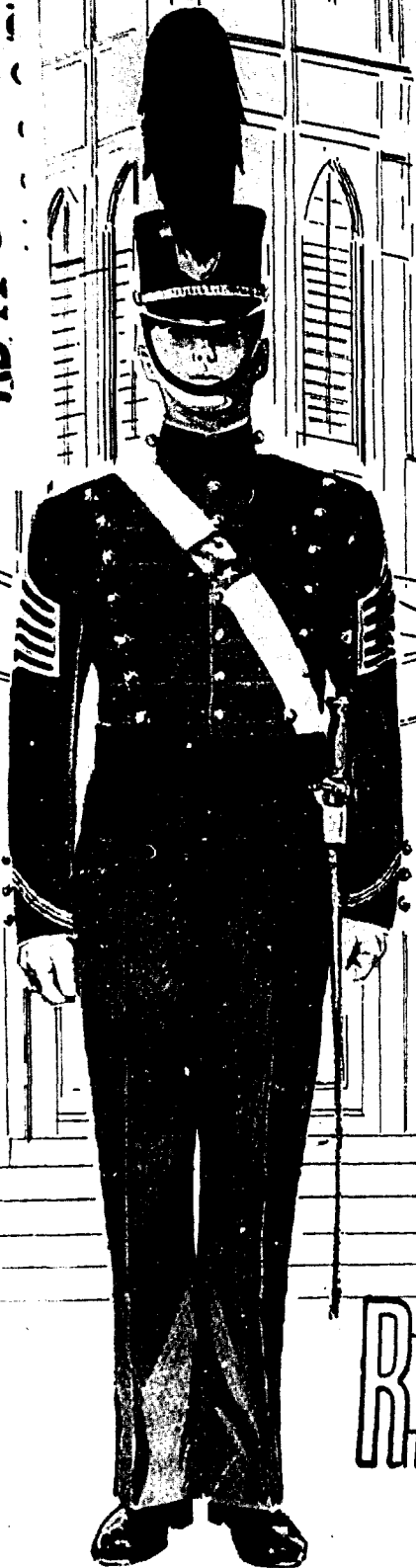


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THE SOCIOECONOMIC
BACKGROUND
AND
PERFORMANCE

OF
WEST POINT GRADUATES

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6 THE SOCIOECONOMIC BACKGROUND AND PERFORMANCE
OF WEST POINT GRADUATES

(A Product Appraisal Report)

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DBI. 02-72-034

Report Prepared By: Dr. 10 Joseph E. Marron

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May 1972

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NOTE: Any conclusions in this report are not to be construed as official U. S. Military Academy or Department of the Army positions unless so designated by other authorized documents.

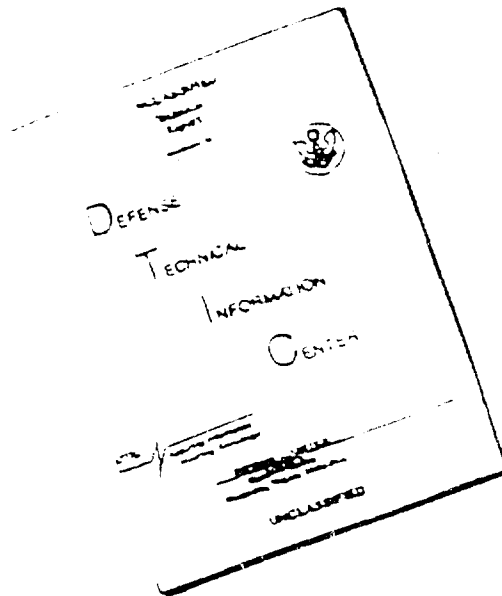
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FOREWORD

In June 1971, the Deputy Chief of Staff for Personnel, DA, directed the USMA Superintendent "to study the background of the graduates of the Classes of 1961 to 1965 who have made exceptionally good and bad records of performance and see if any patterns exist involving any particular socioeconomic groups." This report summarizes the findings of that study. While the study does not provide final, definitive answers to all of the questions raised, it is hoped that it may serve as a starting point for future investigations in this important area.

The brevity of the report obscures the thousands of man-hours of clerical effort expended by members of the Office of Institutional Research, USMA, and the Office of Personnel Operations, DA, in hand-searching the files of cadet and officer records to make this study possible. I would like to acknowledge the essential but unglamorous efforts of those personnel at West Point and Washington, DC, who performed this task efficiently and without complaint.

COL GERALD W. MEDSGER
Director of Institutional Research
United States Military Academy

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ABSTRACT

The social mobility study was undertaken to determine whether any patterns in selection, retention, and/or performance exist for any particular socio-economic groups among USMA officers in the Army. The sample was comprised of the Classes of 1961 through 1965, from entrance to current status (as of 1 Dec '71).

The results of the study indicate: (a) that there is a strong bias in favor of the selection and retention of the sons of fathers in the Military profession; (b) that more is expected of those in the lower social classes than of those from the Military profession for admission to West Point; (c) that those from middle and lower social classes perform as well as those from higher social classes, both at West Point and in the Army; and (d) that those from the socially oriented professions and middle and lower-middle classes are more apt to perform outstandingly in critical situations than those from other occupational categories.

INTRODUCTION

Because of a variety of social phenomena during the past few years, e.g., the Civil Rights movement, disenchantment with the Vietnam War in general, and the concurrent growth of opposition to all major social institutions, industrial, military and religious, we have seen significant increases in officer resignations, separations of clergy, and so forth. As a result there has been a general trend on the part of major institutions to re-examine themselves in terms of such opposition, with special emphasis on the possible growth of isolation of such institutions from the citizenry whom they serve, or on whom they depend for their very survival. Unlike specialized industrial institutions, the military is designed to serve the entire citizenry, so that the extent to which significant segments of the society are not represented by military leaders may reflect a degree of insensitivity on the part of the military to the needs of the unrepresented segments and thus result in the growth of antipathy towards the military institution.

Since USMA has been and continues to be one of the principal sources of Regular Army Officers, the extent to which USMA is representative of the society is of particular import. By way of analogy, USMA may be considered the "Harvard" of the Army. However, unlike the civilian higher educational system, there are no state or community colleges to provide for the training of those who are (a) less financially able, (b) less gifted, or (c) less prepared. USMA must do it all.

The ability to pay is effectively eliminated as an obstacle at USMA. As for the less gifted, the needs of the Army dictate a minimum mental capacity among those who are expected to make decisions and lead others. However, there is no evidence that talent, i.e., natural ability, favors one or the other social stratum and, as such, is not an obstacle to having representation of all segments of the society.

It is in the broad general area of preparedness of various social strata where the selection process may effectively prevent proportionate representation. Preparedness affects selection in two ways. On the one hand, members of various strata may not see themselves as prepared to succeed at West Point either attitudinally or intellectually. In other words, the image of West Point as portrayed to them may be seen as inconsistent with their own value system and hence undesirable. Such persons select themselves out. On the other hand, USMA may contribute to such self-selection by reason of the image it portrays. But in addition to such indirect selection, like most institutions, the USMA selection system directly affects those who apply as well as those who are admitted. There are qualifications for admission as well as qualifications for graduation.

However, graduation is not the end of the selection process. With each officer goes an order of merit number which may be, directly or indirectly, a contributing factor to his resignation after his obligated tour is over. And finally, there is a selection process within the Army which results in the eventual separation of a considerable number of officers from the military service during the first ten years of service.

It is the actual selection process of USMA and the continuation of the selection process in the Army at which this study is directed. The purpose is to determine the extent to which the selection process contributes to disproportionate representation of various social segments within the military.

THE SAMPLE

The sample consists of all entrants to the Classes of 1961 through 1965 for whom 201 file data was available. Of the maximum of 3959 cadets, 3934¹ are in the study. The fathers of 198 cadets were deceased, of whom 179 did not indicate a father's occupation, leaving 3755 cadets as the basic sample.

VARIABLES INCLUDED IN THE STUDY

1. PRE-USMA

Of the information available in the files, Father's Occupation was adopted as the best single index of socioeconomic status.² The U.S. Census categories of occupations were adopted for this study, primarily to facilitate comparison with U.S. distributions. However, because of the nature of the study, a separate category, Military Occupations, was adopted. The occupational categories are presented in Table 1.

Two indices of competitiveness are derived from recognition afforded the entrant by way of:

- a. High school standing and offices held (president or vice-president of senior class and/or student body), and
- b. Participation in high school sports.

Other data gathered because of their possible value as controls were:

- a. Attendance at a prep school.
- b. Prior college attendance.
- c. Prior military service of the cadet.
- d. Father's military service.

¹21 cadets were either foreign or Filipino, and 4 files could not be located.

²In the study by Warner, W.L., Marcia Meeker, & Kenneth Eells, "Social Class in America, the Evaluation of Status," Father's Occupation correlated .91 with actual social position.

TABLE 1
OCCUPATIONS

<u>CODE</u>	
01	MILITARY
	PROFESSIONAL
02	Socially Oriented (Teachers, Clergy, Lawyers, Physicians, Social Scientists)
03	Technical (Accountants, Chemists, Engineers, Natural Scientists, Pharmacists, Technicians)
04	Artistic (Architects, Artists, Authors, Designers)
05	FARMERS AND FARM MANAGERS
06	MANAGERS, OFFICIALS, AND PROPRIETORS (Administrators, Manufacturing Executives, Owners of Businesses)
07	CLERICAL AND KINDRED WORKERS (Bookkeepers, Mail Carriers, etc.)
08	SALESMEN (Insurance, Real Estate, Manufacturing, Wholesale, Retail, Sales Engineers)
09	CRAFTSMEN, FOREMEN (Carpenters, Locomotive Engineers, Bakers, Painters, Construction, etc.)
10	OPERATIVES AND KINDRED WORKERS (Assemblers, Attendants, Bus Drivers, Meat Cutters, Sailors, Truck Drivers, etc.)
11	SERVICE WORKERS (Barbers, Cooks, Firemen, Policemen, Waiters, etc.)
12	FARM LABORERS AND FOREMEN
13	LABORERS, EXCEPT FARM (Fishermen, Longshoremen, Lumbermen, Manufacturing and Non-Manufacturing Laborers)
14	OTHER (Home-managing, Mothers)

e. Mother's occupation.

f. U.S. region in which the cadet spent the majority of his high school years.

2. USMA

USMA indices of performance are important only to the extent that they reflect a continuation of a selection process due to social status, if such exists. Accordingly, indices of performance at USMA were limited to:

a. Graduation vs. non-graduation.

b. Type of separation (voluntary resignations, academic, medical, & all others).

c. The Aptitude for Service Rating (ASR) Order of Merit.

3. POST-USMA

Four performance criteria were obtained, three from the Office of Personnel Operations (OPO), and one from available files. The three obtained from OPO are:

a. Order of Merit lists based on efficiency reports. These were obtained on active duty officers up to their sixth year of service and on resignees up to departure but not exceeding their sixth year of service. A total weighted score was obtained by multiplying each report by the duty days involved, and dividing by the total number of duty days. These lists were prepared separately by each Branch, and the officers were placed in the upper, middle, and lower thirds, within Branches.

b. Order of Merit lists for active duty officers as of Jan 1972. Criteria consisted of military and civilian education, combat experience, awards and decorations, command and staff experience, and manner of performance and potential as reflected on all efficiency reports. Approximately 74% of the scoring value was placed on the command, staff, manner of performance, and potential categories. These lists were also prepared separately by Branch, and the officers were placed in the upper, middle, and lower thirds, within Branches.

c. Promotions. This criterion was developed by assigning a value of 3 to all officers having received an early promotion, a 1 to all whose promotions had been delayed, and a 2 for all others.

The fourth criterion, Active vs. Resigned, was developed from sources available to this office. Branch of Service was included as a variable because of its possible value as a control on the Post-USMA criteria. A summary of the variables with quantitative conversions is presented in Appendix B.

PROCEDURES

Since the primary purpose of the study was to determine the relationship between socioeconomic status and "Success in the Army," the primary statistical procedure utilized was regression analysis, as dictated by the application of the principles of "path analysis."¹ For this purpose, dummy variables were developed where necessary. Those variables for which dummy variables were created were:

a. Father's occupation converted to 13 variables in which each cadet was assigned a value of one (1) in the occupation of his father and a zero (0) in all others.

b. U.S. Regions converted to 10 variables in which each cadet received a one (1) for the Region in which he spent the majority of his high school years and a zero (0) in all others.

c. Branch of Service, converted to 14 variables as above, plus three others in which selected Branches were combined (see Appendix B).

A summary of the major factors included in the study is presented in Table 2. As Table 2 illustrates, there are three impact levels between the socioeconomic index and success in the Army. The effect of the socioeconomic background is assessed at each of the three intermediate stages, as well as with the final criteria. Thus, each set of variables is treated as criteria for each earlier set. At the high school level, Athletic Achievement is predicted by Occupation. West Point Graduation is in turn predicted by high school athletic achievement, predicted high school athletic achievement, and father's occupation. Ultimately, there are six predicted values (one for each of the six areas in the intermediate stages) plus specific indices germane to all eight sets of variables that are included in the final prediction of Army success.

Prediction at each level is accomplished by regression analysis. As Blalock¹ indicates, the path analysis approach is particularly useful when the research is concerned with the identification of possible causal relationships between a prior condition and a current state as is socioeconomic background in the present study. Obtained coefficients linking the prior condition to the current state are often referred to as "coefficients of inbreeding."

¹Blalock, Jr., H.M. (editor): Causal Models in the Social Sciences, Aldine, New York, 1971.

TABLE 2

OUTLINE OF LEVELS OF ASSESSMENT

SOCIOECONOMIC FACTORS	HIGH SCHOOL FACTORS	WEST POINT FACTORS	ARMY CAREER FACTORS	
			EARLY	CURRENT
A. Father's Occupation (13 occupations + 1 occupational code)	A. Athletic Achievement (5 variables)	A. Admission to West Point (1 variable)	A. Branch Assignment (17 variables)	A. Army Success (4 criteria)
B. Mother's Occupation (1 variable)	B. Academic Achievement (1 variable)	B. Graduation (1 variable)		
	C. Leadership Achievement (2 variables)	C. Leadership Achievement (2 variables)		
	<u>Controls</u>			
C. Physical Location by U.S. Region (10 variables)	D. H.S. Size (1 variable)			
D. Father's Military Service (1 variable)				

DATA ANALYSIS

1. PRE-USMA SUMMARY STATISTICS

Entrants to the five classes were examined to determine whether there were any significant differences by Father's Occupation as summarized in Table A-1 (Appendix A). The classes were not found to be significantly different and have been combined into a single sample for the remainder of the study. A summary of the sample at three stages of selection level is presented in Table 3.

In order to determine to what extent the sample is representative of the entire male labor force, as well as the college bound population, some comparable statistics are presented in Table 4. The figures support the generally known fact that a larger proportion of the sons whose fathers are in the upper social strata enter college than the sons of fathers in the lower social strata. The data further indicates that USMA admits proportionately less from the lower social strata than do all colleges, as well as proportionately less than the proportion of applicants from the lower social strata (Operatives, Service Workers, Farm and Unskilled Laborers).

With the exception of the Military Profession, the USMA entering Class of 1975 compares favorably with the ACE National Norms. It should be noted that there is a problem comparing the ACE data with the other data because of the large number of "Other" occupations, indicating the ACE categories are not sufficiently exhaustive in the coverage of Fathers' Occupations.

Several observations can be made from the data in Tables 3 and 4.

a. Unlike other institutions, USMA draws a significantly larger number of freshmen from the military occupation.

b. All colleges have proportionately fewer freshmen from the lower social strata, but USMA has significantly less than all other colleges (including selected Technical Institutions).¹

c. By December 1971, the proportion of Active Duty officers whose fathers had a Military career had increased from 21.3% of the entering population to 28.4%. The probability of this change having occurred by chance is less than one in a million.

d. By December 1971, the proportion of active duty officers whose fathers had a management occupation had decreased from 19.9% of the entering population to 16.3%. The probability of this change having occurred by chance is less than one in five thousand.

¹A Comparison of New Cadets at USMA with Entering Freshmen at Other Colleges, Office of Institutional Research, West Point, N.Y., 1972.

TABLE 3
NUMBER AND PERCENT OF CADETS (OFFICERS) AT THREE STAGES OF SELECTION
BY FATHERS' OCCUPATIONS

Fathers' Occupations	Entered		Graduated		Active Officers a/o 1 Dec 71	
	N	%	N	%	N	%
MILITARY	800	21.3	612	22.7	374	28.4
PROFESSIONAL*	671	17.9	468	17.3	219	16.6
Socially Oriented	278	7.4	190	7.1	85	6.5
Technical	365	9.7	260	9.7	126	9.6
Artistic	28	0.8	18	0.7	8	0.6
FARMERS	113	3.0	72	2.7	40	3.0
MANAGERS	748	19.9	531	19.7	214	16.3
CLERICAL	151	4.0	102	3.8	45	3.4
SALESMEN	436	11.6	298	11.1	133	10.1
CRAFTSMEN	445	11.8	323	12.0	145	11.0
OPERATIVES	133	3.5	96	3.6	45	3.4
SERVICE WORKERS	146	3.9	103	3.8	49	3.7
FARM LABORERS	4	0.1	4	0.2	3	0.2
LABORERS	106	2.8	81	3.0	47	3.6
OTHER	2	---	2	0.1	2	0.2
TOTALS	3755		2692		1316**	

*Data are the sum of the three Professional subgroups.

**1364 were reported by OPO as being on active duty, of whom 48 did not have a Father's Occupation reported.

TABLE 4
COMPARATIVE STATISTICS ON FATHERS' OCCUPATIONS
FOR VARIOUS SAMPLES (BY PERCENTS)

Fathers' Occupations	U.S.* Labor Force 1965	Study Sample '61-'65	50% Sample of Candidates Not Admitted to the CL '75	ACE Data***	
				Entering Cadets CL '75	Norms All Colleges
MILITARY	(5.8%)**	21.3%	20.8%	16.9%	3.0%
PROFESSIONAL****	12.6	17.9	21.3	18.4	18.0
Socially Oriented	---	7.4	7.9	8.5	9.9
Technical	---	9.7	12.6	9.5	7.4
Artistic	---	0.8	0.8	0.4	0.7
FARMERS	4.7	3.0	2.4	2.4	5.1
MANAGERS	14.3	13.9	15.7	24.1	30.9
CLERICAL	7.1	4.0	4.9	---	---
SALESMEN	6.5	11.6	8.7	---	---
CRAFTSMEN	19.9	11.8	11.3	11.0	12.3
OPERATIVES	19.8	3.5	4.9	10.4	8.0
SERVICE WORKERS	6.1	3.9	5.5		
FARM LABORERS	2.4	0.1	0.1	3.3	1.9
LABORERS	6.5	2.8	3.2		
OTHER	---	---	0.9	18.2	17.6

*Table 159, Pocket Data Book, USA, 1971, U.S. Dept. of Commerce, Bureau of the Census, 1971.

**Interpolated from available male Armed Services Strength data for 1965, Statistical Abstract, 1969, U.S. Dept. of Commerce, Bureau of the Census, 1969. The personnel identified by the 5.8% are included in the other occupations.

***The American Freshmen, National Norms for Fall, 1971 ACE Research Report, Vol. 6, No. 6, Office of Research, American Council on Education, Washington, D.C., 1971

****Data are the sum of the three Professional subgroups.

Additional summary statistics on PRE-USMA data are presented in Tables A-2 through A-13 in Appendix A. The major observations derived from the tables are:

a. A significantly larger number of cadets whose fathers were in the Military graduated from both very small and very large classes than was typical (Table A-2).

b. Cadets whose fathers were Farmers, Craftsmen, or Service Workers, graduated with H.S. classes significantly smaller than the others (Table A-2).

c. A significantly fewer number of cadets whose fathers were in the Military had been presidents or vice-presidents of H.S. senior classes or student bodies (Table A-3).

d. A significantly larger number of cadets whose fathers were unskilled workers had been presidents or vice-presidents of H.S. senior classes or student bodies (Table A-3).

e. A significantly larger number of cadets whose fathers were in the Military attended a special prep school (see Appendix B for list of prep schools) or the USMA Prep School than did the cadets of any other groups (Table A-5).

f. A significantly smaller number of cadets whose fathers were in the Military attended college prior to coming to USMA (Table A-6).

g. A significantly larger number of cadets whose fathers were Farmers or Service Workers attended college prior to entering USMA (Table A-6).

h. A significantly smaller number of cadets whose fathers were in the Military did not attain special recognition in sports (Tables A-9 and A-10).

i. A significantly smaller number of cadets whose fathers were in the Military obtained a letter in varsity contact sports, whereas a significantly larger number of cadets whose fathers were Farmers, Managers, or Laborers obtained a letter in varsity contact sports.

j. Thirty-seven percent of cadets whose fathers were in the Military came from the South Atlantic Region (Table A-11). Sons of fathers in the Military are concentrated in the South Atlantic Region, where they account for 40.2% of all entrants (Table A-12), a region second only to the Middle Atlantic for number of entrants (708 vs. 823).

k. Seventy-eight percent of all cadets who attended high school outside the U.S. were from Military families, (Table A-12).

l. Significantly fewer wives of fathers in the Military were gainfully employed than all others (Table A-13).

2. USMA SUMMARY STATISTICS

Data on types of separation and average final ASR orders of merit are presented in Tables A-14 through A-16. Significant observations derived from the tables are:

- a. A significantly larger number of cadets whose fathers were Farmers were separated for academic reasons (Table A-14).
- b. A significantly smaller number of cadets whose fathers were in the Military were voluntary resignees (Table A-14).
- c. The total losses for cadets whose fathers were in the Military were significantly lower than all others (Table A-14).
- d. There were significantly fewer voluntary resignees from the Middle Atlantic region than from all others (Table A-15).
- e. There were no differences in final Aptitude for the Service Orders of Merit by Occupations (Table A-16).

3. POST-USMA SUMMARY DATA

Summary Tables on Post-USMA factors and final criteria are presented in Tables A-17 through A-26. Tables A-18 through A-26 include only those for whom both Branch and Father's Occupation information are available. Table A-17, Officer Resignations, includes all those who were commissioned in the Army (except for whom no Father's Occupation was available). An analysis of the differences in resignation rates in Tables A-17 and A-18 revealed no biases in the selection of the resignation sample used in the study of the criteria. Observations made from the Post-USMA Summary Statistics are:

- a. The resignation rate of officers whose fathers were in the military profession is significantly lower than all others (Table A-17).
- b. The resignation rate of officers whose fathers were in Management is significantly higher than all others (Table A-17).
- c. There are no significant differences by Occupation in Branch Assignments, number of early or delayed promotions, or in early or current Order of Merit ratings.
- d. There are significant differences in resignation rates by Branch of Service (Table A-22). Air Defense Artillery and Adjutant General have significantly higher rates, and Infantry, a significantly lower rate.
- e. The number of early promotions is significantly higher for Infantry and Engineer, with all other Branches, except Armor, having significantly fewer (Table A-23).
- f. The number of delayed promotions is significantly higher for Infantry than for all others (Table A-23).

4. PATH ANALYSIS: FROM SOCIAL STATUS TO SUCCESS IN THE ARMY

The four criteria of Army success are examined independently. The intercorrelations among the criteria are presented in Table 5.

TABLE 5

INTERCORRELATIONS AMONG THE CRITERIA OF ARMY SUCCESS

	1	2	3	4
1. Six-Yr. O.M.		.712	.020	.365
2. Current O.M.			NA*	.340
3. Resignations				.159
4. Promotions				

*No ratings for resignees.

As can be seen from Table 5, resignation from the Army is not related to O.M. and is positively related to Promotions.

In the four sections that follow, predictors are identified which are significantly related to the criterion, together with the order of relationship (positive or negative) and the proportional weight; i.e., the relative amount that each predictor contributes to the maximum prediction of the criterion. Where the predictor is a composite, the sub-elements are listed together with their order of relationship and proportional weights in the predictor. The R's that are reported (in parentheses) are the validity coefficients¹ for all predictors combined.

a. Indices of Socioeconomic Status and Six-Year O.M. Rankings. Variables found to be significantly related to the Six-year O.M. ranking ($R=.394$) are:

	<u>Order of Relationship</u>	<u>Proportional Weights</u>
(1) The index of Athletic Success in high school.	Pos.	.28

¹The validity coefficient in regression analysis is what is referred to as the "coefficient of inbreeding" in path analysis; its range is 0.0 to 1.0. All of the R's reported are conservative estimates of the true R's because of the limited range of scores in each criterion.

	<u>Order of Relationship</u>	<u>Proportional Weights</u>
(2) Predicted Athletic Success ($R=.289$), which includes:	Pos.	.16
(a) Size of Senior Graduating Class.	Neg.	.24
(b) Military Occupation.	Neg.	.28
(c) President or Vice-President of Senior Class or Student Body.	Pos.	.48
(3) Predicted OER ($R=.378$), which includes:	Pos.	.56
(a) ASR in Plebe Year.	Pos.	.16
(b) Final ASR.	Pos.	.39
(c) Assignment to ADA	Pos.	.05
(d) Assignment to Finance Corps.	Pos.	.07
(e) Assignment to Chemical Corps.	Pos.	.09
(f) Assignment to Military Police.	Pos.	.09
(g) Assignment to A.G.	Pos.	.08

The Multiple Correlation of the composite of the three primary determinants with the criterion is .394, of which 56% is determined by the Predicted OER Score, 28% by the index of Athletic Success, and 16% by the Predicted Athletic Success Score. One socioeconomic factor is identified with the six year OER Ranking, Military Occupation. Its contribution is small but significant by way of its negative relationship with Athletic Success in high school as defined by honors received. The implications are that, although being a president or vice-president of the senior class or student body frequently goes to the athlete, sons of military fathers attain such offices despite their relative failure to attain athletic recognition.

b. Indices of Socioeconomic Status and Current O.M. Rankings. Variables found to be significantly related to Current O.M. Rankings of officers on active duty ($R=.350$) are:

	<u>Order of Relationship</u>	<u>Proportional Weights</u>
(1) Occupation Craftsmen	Neg	.09
(2) Predicted Index of Athletic Success. ($R=.309$), which includes:	Pos.	.19
(a) High School Rank Score.	Neg.	.06
(b) Middle Atlantic Region.	Pos.	.07
(c) West North Central Region.	Pos.	.05
(d) College Attendance.	Pos.	.08
(e) Pres. or Vice-Pres. of Senior Class or Student Body.	Pos.	.29
(f) Cadets' Mil. Service.	Neg.	.09
(g) Fathers' Mil. Service.	Neg.	.05
(h) Military Profession.	Neg.	.10
(i) Occupation Professional (Social).	Pos.	.06

	<u>Order of Relationship</u>	<u>Proportional Weights</u>
(j) Occupation Farmers.	Pos.	.06
(k) Occupation Clerical.	Neg.	.04
(l) Occupation Laborers.	Pos.	.05
(3) Predicted Athletic Success-Two (R=.289), which includes:	Neg.	.14
(a) Size of High School Grad. Class.	Neg.	.24
(b) Military Profession.	Neg.	.28
(c) Pres. or Vice-Pres. of Senior Class or Student Body.	Pos.	.48
(4) Predicted OER (as above).	Pos.	.49
(5) Mothers Gainfully Employed.	Pos.	.09

Socioeconomic indices which are directly related to Current O.M. rankings are: Occupation Craftsmen (negatively related), and Mothers Gainfully Employed (positively related) which, combined, amount for 18% of the predicted variance in the criterion. Indirectly, through the Predicted index of Athletic Success, the Military and Clerical Occupations are negatively related, while the Farmer and Laborer Occupations are positively related.

c. Indices of Socioeconomic Status and Resignations from the Army. Variables found to be significantly related to Officer Resignations (R=.497) are:

	<u>Order of Relationship</u>	<u>Proportional Weights</u>
(1) Occupation Managers.	Pos.	.03
(2) Occupation Clerical.	Pos.	.07
(3) Occupation Laborers.	Neg.	.06
(4) Predicted Athletic Index (as above).	Pos.	.17
(5) Predicted Athletic Success-Two (as above).	Pos.	.10
(6) Predicted Assignment to the Corps of Engineers (R=.143), which includes:	Neg.	.04
(a) High School Rank score.	Pos.	.60
(b) Final ASR.	Pos.	.40
(7) Predicted OER (as above).	Neg.	.47
(8) Non-Military Occupations vs. Military.	Pos.	.06

Socioeconomic indices directly related to Officer Resignations are: Manager, Clerical, Laborer and Military Occupations. Manager and Clerical occupations are positively related to Officer Resignation, and Laborer and Military occupation, negatively related.

d. Indices of Socioeconomic Status and Promotions. Variables found to be significantly related to the Promotions criterion of Army success ($R=.279$) are:

	<u>Order of Relationship</u>	<u>Proportional Weights</u>
(1) Occupation Professional (Social).	Pos.	.11
(2) Occupation Farmers.	Pos.	.09
(3) Final ASR.	Pos.	.59
(4) Predicted Assignment to Military Intelligence ($R=.095$), which includes:	Pos.	.09
(a) Occupation Salesmen.	Pos.	.23
(b) Occupation Craftsmen.	Pos.	.42
(c) Occupation Operatives.	Pos.	.34
(5) Predicted Corps of Engineers Assignment ($R=.193$) (as above).	Neg.	.11

Occupations found to be directly related to the criterion are: Professional (Social), and Farmer. Occupations indirectly related by way of Predicted Assignment to Military Intelligence Branch are: Salesmen, Craftsmen, and Operatives. The inclusion of the Predicted Corps of Engineers Assignment in the prediction of the criterion, and negatively related, indicates that, although High School Rank is an important variable in assignment to the Corps of Engineers, it is negatively related to Success in the Army as described by the criterion (Promotions).

DISCUSSION OF RESULTS

It is clear from the data that there is a continuous processing procedure, from application to admission, through USMA to current officer status, which favors sons of fathers in the military. The procedure's effects are most noticeable at the admissions stage. Twenty-one percent of those admitted were from military families. The phenomenon is not an unusual one. The tendency for sons to follow the professions of their fathers and to be found in greater numbers in those schools which provide the best preparation for that profession than sons with fathers of other occupations, is to be expected. However, in the present case, there is some evidence that the selection of applicants from the professions, including the military, is restrictive on the proportion of

those from the lower social strata who are admitted.

Those from lower social strata do not apply for admission to West Point in the same numbers as they apply to other colleges, but of those who do apply, a significantly smaller proportion are admitted. Those who are admitted from the lower social strata must have significantly more going for them by way of athletic and academic recognition, in order to compete successfully. It is noteworthy that there are little or no differences among the professions in their ability to compete at West Point, particularly on the Aptitude for Service Rating.

Further, the summary statistics indicate that there are no significant differences among occupations, in Branch Assignments, number of Promotions, or in Early or Current Order of Merit ratings. Nevertheless, the rate of resignations among officers whose fathers were in the Military is significantly lower than that of all other professions. Officers whose fathers were in Management resign at a significantly higher rate, but this category cannot be regarded as in the lower social strata. Civilian opportunities for persons from managerial backgrounds can be expected to be better than for those in other categories, and hence provide them with a greater degree of financial independence. It is also of particular importance that officers from the Laborer class tend not to resign.

The Path analysis procedure reveals some subtle effects of father's occupation on performance which the summary statistics cannot. Here we find the following:

- a. The Military Occupation is negatively related to the Six-Year O.M. rankings, the Current O.M. rankings, and Resignations.
- b. The Socially Oriented Profession is positively related to the Current O.M. rankings and to Promotions.
- c. Occupation Farming is positively related to Current O.M. rankings and Promotions.
- d. The Managers Occupation is positively related to Resignation from the Army.
- e. Occupations Salesmen and Operatives are positively related to Promotions but only if they are assigned to Military Intelligence.
- f. The Clerical Occupation is negatively related to Current O.M. rankings and positively related to Resignations.
- g. The Craftsmen Occupation is negatively related to the Six-Year O.M. rankings but positively related to Promotions.
- h. The Laborers Occupation is positively related to Current O.M. rankings and negatively related to Resignations.

Although the findings from path analysis are not so obvious nor as statistically significant as those obtained from the analysis of the summary tables.

their importance should not be underestimated. Interpretation is difficult at times, but that may be due as much to the state of the science as to error. Family background is a powerful determinant of behavior. It remains for procedures to be developed to identify with accuracy the extent to which such determinants prepare a person better for one occupation than for another. But the counterpart also must be considered; i.e., identify elements of the profession which can or ought to be modified to allow persons from a greater variety of backgrounds to participate.

The fourth criterion is perhaps the best for assessing any success in the Army, since Promotions are the result of observations of performance "under fire;" that is to say, performance in critical situations, and is indicative of commitment to the purpose of the Army rather than to the institution.

Although Peer ratings of leadership capacity (the ASR) constitute the best single predictor of such performance, it is significant that so many occupations are related either directly or indirectly. The results suggest that different needs are being satisfied by such performance; the socially oriented Professional, the need for self-actualization; the Farmer, the need to protect what is his; and the Salesmen, Craftsmen, and Operatives, the need for excitement (via Military Intelligence). At any rate, the socioeconomic middle class and lower middle class are well represented on this criterion.

CONCLUSIONS

1. The fact that one-fifth of the entrants and more than one-fourth of those on active duty as of 1 Jan. 72 were from the Military Profession indicates the presence of a strong bias in favor of applicants of military fathers in the admission process and in perseverance both at West Point and in the Army.
2. There is evidence that those from the middle and lower social strata perform as well as others both at West Point and in the Army.
3. There is evidence that more is expected of those in the lower social strata than of those from the Military Profession in order to be admitted to West Point.
4. Although peer ratings (ASR) are more significantly related to performance in critical situations than any other factor, there is some evidence that those from the socially oriented professions and the middle and lower middle class are more apt to perform outstandingly in critical situations than those from other occupational categories.

RECOMMENDATIONS

Because peer ratings do not respect occupation (none of the occupations are significantly related to the ASR), the study indicated that if some such indicator could be obtained or developed for use in the admissions process, any bias that now exists in favor of or against a particular segment of our society could be effectively eliminated. Since actual peer ratings are not available for high school seniors, those factors found to be significantly related to such peer ratings would serve as an effective substitute. Although more research needs to be done, research to date supports the use of what was referred to in the introduction as "indices of competitiveness" in lieu of actual peer ratings. High school rank--without regard to the quality of the education--and participation in athletics are significantly related to the Aptitude for Service Rating.

APPENDIX A

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TABLE A-1
FATHERS' OCCUPATIONS BY CLASSES ('61-'65)

	Classes (at entrance)												Total	
	1961		1962		1963		1964		1965					
	N	%	N	%	N	%	N	%	N	%	N	%		
MILITARY	147	19.57	161	19.88	141	19.34	177	22.24	174	20.57	800	20.34		
PROFESSIONAL														
Socially Oriented	63	8.39	58	7.12	50	6.91	53	6.66	54	6.38	278	7.07		
Technical	68	9.05	67	8.34	70	9.53	69	8.67	91	10.76	365	9.28		
Artistic	4	0.53	10	1.23	7	0.47	2	0.25	5	0.59	28	0.71		
FARMERS	20	2.66	25	3.07	28	3.87	17	2.14	23	2.72	113	2.87		
MANAGERS	147	19.57	141	17.42	131	17.96	158	21.11	161	19.03	748	19.01		
CLERICAL	32	4.26	30	3.68	22	3.04	32	4.02	35	4.14	151	3.84		
SALESMEN	94	12.52	78	9.57	84	11.60	95	11.93	85	10.05	436	11.08		
CRAFTSMEN	71	9.45	102	12.64	92	12.57	82	10.30	98	11.58	445	11.31		
OPERATIVES	24	3.20	37	4.54	21	2.90	20	2.51	31	3.66	133	3.38		
SERVICE WORKERS	26	3.33	35	4.29	22	3.04	34	4.27	29	3.43	146	3.71		
FARM LABORERS	1	0.13	0		1	0.14	0		2	0.24	4	0.10		
LABORERS	20	2.66	29	3.56	18	2.49	15	1.88	24	2.84	106	2.69		
OTHER	1	0.13	0		1	0.14	0		0		2	0.05		
TOTALS	718		773		688		764		812		3755			

NOTE: For the Chi Square test, the three Professional subgroups were combined into one group; Farm Laborers were combined with Other Laborers, and the Other Group (N=2) was omitted. Chi Square = 42.200, when 50.999 was required for significance at the .05 level (36 degrees of freedom).

TABLE A-2
SIZE OF HIGH SCHOOL GRADUATING CLASS, BY FATHERS' OCCUPATIONS

Fathers' Occupations	Size of High School Graduating Class										Total		
	1-49		50-99		100-199		200-349		350-499			500 & up	
	N	%	N	%	N	%	N	%	N	%		N	%
MILITARY	109	14%	138	18%	162	21%	176	23%	98	13%	94	12%	777
PROFESSIONAL*	67	10	114	17	151	23	168	26	84	13	71	11	655
Socially Oriented	37	14	53	19	60	22	68	25	38	14	18	7	274
Technical	26	7	55	17	86	24	92	26	42	12	48	19	353
Artistic	4	14	2	7	5	18	8	28	4	19	5	18	28
FARMERS	47	42	31	28	24	22	9	8	0	0	0	0	111
MANAGERS	85	11	141	19	206	28	162	22	91	12	58	8	743
CLERICAL	4	8	9	19	11	23	10	21	6	13	7	15	47
SALESMEN	38	9	84	20	116	27	98	23	50	12	41	10	427
CRAFTSMEN	38	9	74	17	132	30	88	21	54	12	52	12	438
OPERATIVES	18	14	25	19	33	25	29	22	18	14	9	7	132
SERVICE WORKERS	9	6	26	18	43	29	36	25	17	12	15	10	146
FARM LABORERS	2	50	0	0	1	25	1	25	0	0	0	0	4
LABORERS	18	17	21	20	27	26	24	23	6	6	9	9	105
TOTALS	435	12	663	18	906	25	801	22	424	12	356	10	3585**

*Data are the sum of the three Professional subgroups.

**170 Cadets did not report size of High School Graduating Class.

TABLE A-3

AVERAGE HIGH SCHOOL RANK SCORES,* BY FATHERS' OCCUPATIONS

<u>Fathers' Occupations</u>	<u>N</u>	<u>Mean</u>	<u>Standard Deviation</u>
MILITARY	764	53.272	9.014
PROFESSIONAL			
Socially Oriented	273	54.969	9.004
Technical	352	55.611	9.089
Artistic	28	55.714	10.157
FARMERS	111	55.901	6.298
MANAGERS	737	54.512	8.560
CLERICAL	149	55.990	8.566
SALESMEN	420	54.428	9.010
CRAFTSMEN	431	55.638	8.551
OPERATIVES	131	54.924	7.850
SERVICE WORKERS	139	55.144	8.527
FARM LABORERS	4	50.000	5.774
PARAS	103	55.380	8.357
TOTALS	3642**	54.684	8.761

*Class standing adjusted for size of high school graduating class.
Range of scores is from 90 (high) to 30 (low).

**Either size of graduating class or graduation standing not available
on 113 cadets.

TABLE A-4

NUMBER OF ENTRANTS WHO WERE PRESIDENTS OR VICE-PRESIDENTS OF
THE SENIOR CLASS OR STUDENT BODY, BY FATHERS' OCCUPATIONS

<u>Fathers' Occupations</u>	<u>Entrants</u>	<u>H.S. Class Offices</u>		<u>Total</u>	
		<u>Presidents</u>	<u>Vice Pres.</u>	<u>N</u>	<u>%</u>
MILITARY	800	75	49	124	(15.5%)
PROFESSIONAL*	671	100	35	135	(20.1)
Socially Oriented	278	42	16	58	(20.9)
Technical	365	55	18	73	(20.0)
Artistic	28	3	1	4	(14.3)
FARMERS	113	20	7	27	(23.9)
MANAGERS	748	112	50	162	(21.7)
CLERICAL	151	14	16	30	(19.9)
SALESMEN	436	66	31	97	(22.2)
CRAFTSMEN	445	69	35	104	(23.4)
OPERATIVES	133	26	9	35	(26.3)
SERVICE WORKERS	146	23	13	36	(24.6)
FARM LABORERS	4	2	0	2	(50.0)
LABORERS	106	20	13	33	(31.1)
OTHER	2	0	0	0	
TOTALS	3755	527	258	785	(20.9)

NOTE: Chi Square value of 22.846 is significant at the .05 level for 8 degrees of freedom. Military profession had significantly fewer, and Laborers significantly more than expected.

*Data are the sum of the three Professional subgroups.

TABLE A-5

ATTENDANCE AT PREP SCHOOLS BY FATHER'S' OCCUPATIONS

Fathers' Occupations	Entrants	USMAPS Only		Other Prep School Only		USMAPS and Prep School		Total Prep School	
		N	%	N	%	N	%	N	%
MILITARY	800	103	(12.9)	112	(14.0)	64	(8.0)	279	(34.9)
PROFESSIONAL	671	45	(6.7)	87	(13.0)	13	(1.9)	145	(21.6)
Socially Oriented	278	37	(13.3)	53	(19.1)	6	(2.2)	96	(34.5)
Technical	365	5	(1.4)	34	(9.3)	6	(1.6)	45	(12.3)
Artistic	28	3	(10.7)	0		1	(3.6)	4	(14.3)
FARMERS	113	10	(8.8)	5	(4.4)	4	(3.5)	19	(16.8)
MANAGERS	748	70	(9.4)	19	(2.5)	14	(1.9)	103	(13.8)
CLERICAL	151	7	(4.6)	5	(3.3)	4	(2.6)	16	(10.6)
SALESMEN	436	19	(4.4)	15	(3.4)	8	(1.8)	42	(9.6)
CRAFTSMEN	445	27	(6.1)	0		22	(4.9)	49	(11.0)
OPERATIVES	133	9	(6.8)	6	(4.5)	7	(5.3)	22	(16.5)
SERVICE WORKERS	146	4	(2.7)	1	(0.7)	4	(2.7)	9	(6.2)
FARM LABORERS	4	1	(25.0)	0		0		1	(25.0)
LABORERS	100	2	(2.0)	11	(11.0)	3	(3.0)	16	(16.0)
OTHER	0	0		0		0		0	
TOTALS	3755	297		261		143		701	

*Data are the sum of the three Professional subgroups.

TABLE A-6

PRIOR COLLEGE ATTENDANCE BY FATHERS' OCCUPATIONS

<u>Fathers' Occupations</u>	<u>Entrants</u>	<u>College</u>	
		<u>N</u>	<u>%</u>
MILITARY	800	184	23.0
PROFESSIONAL*	671	205	30.5
Socially Oriented	278	81	29.1
Technical	365	112	30.7
Artistic	28	12	42.9
FARMERS	113	45	39.8
MANAGERS	748	235	31.4
CLERICAL	151	44	29.1
SALESMEN	436	125	28.7
CRAFTSMEN	445	146	32.8
OPERATIVES	133	43	32.3
SERVICE WORKERS	146	56	38.4
FARM LABORERS	4	1	25.0
LABORERS	106	29	27.4
OTHER	2	---	
TOTALS	3755	1113	29.6

*Data are the sum of the three Professional subgroups.

TABLE A-7

LETTERS IN HIGH SCHOOL VARSITY CONTACT SPORTS
BY FATHERS' OCCUPATIONS

	N	Number of Letters						At Least 1	
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6+</u>	<u>N</u>	<u>%</u>
MILITARY	800	120	93	39	23	2	4	281	35.1
PROFESSIONAL*	671	79	87	60	24	9	8	267	39.6
Socially Oriented	278	32	34	29	13	6	5	119	42.8
Technical	365	43	49	29	9	3	3	136	37.2
Artistic	28	4	4	2	2	--	--	12	42.9
FARMERS	113	12	19	23	8	--	--	62	54.9
MANAGERS	748	87	112	101	40	5	12	357	47.7
CLERICAL	151	20	13	14	6	1	1	55	36.4
SALESMEN	436	73	60	49	16	4	3	205	47.0
CRAFTSMEN	445	42	62	53	23	5	6	191	42.9
OPERATIVES	133	10	17	17	6	3	1	54	40.6
SERVICE WORKERS	146	14	22	17	11	1	2	67	45.9
FARM LABORERS	4	1	1	1	--	--	--	3	75.0
LABORERS	106	10	16	17	6	5	3	57	53.8
OTHER	2	--	--	--	--	--	--	--	
TOTALS	3755	468	502	391	163	35	40	1599	42.2

NOTE: A Chi Square value of 86.600 for 8 degrees of freedom is significant at the .01 level. Military is significantly lower, and Farmers, Managers, and Laborers are significantly higher.

*Data are the sum of the three Professional subgroups.

TABLE A-8

LETTERS IN HIGH SCHOOL VARSITY NON-CONTACT SPORTS
BY FATHERS' OCCUPATIONS

Fathers' Occupations	Number of Letters								At Least 1	
	N	1	2	3	4	5	6	7+	N	%
MILITARY	800	130	114	64	29	20	11	10	378	47.2
PROFESSIONAL*	671	77	75	71	48	34	22	32	359	53.5
Socially Oriented	278	36	31	31	19	20	10	18	165	59.4
Technical	365	38	40	37	28	14	11	14	182	49.9
Artistic	28	3	4	3	1	0	1	0	12	42.9
FARMERS	113	6	13	15	8	8	9	9	68	60.2
MANAGERS	748	83	104	72	56	39	25	33	412	55.1
CLERICAL	151	16	20	12	9	7	3	3	70	46.4
SALESMEN	436	61	56	38	38	12	15	12	232	53.2
CRAFTSMEN	445	41	60	50	28	20	13	21	233	52.4
OPERATIVES	133	16	9	14	10	4	3	10	66	49.6
SERVICE WORKERS	146	20	15	14	11	5	7	8	80	54.8
FARM LABORERS	4	1	0	0	1	--	--	--	2	50.0
LABORERS	106	13	13	14	9	4	7	5	65	61.3
OTHER	2	--	--	--	--	--	--	--	---	
TOTALS	3755	464	479	364	247	153	115	143	1965	52.3

*Data are the sum of the three Professional subgroups.

TABLE A-9

HONORS IN HIGH SCHOOL VARSITY CONTACT SPORTS, BY FATHERS' OCCUPATIONS

<u>Fathers' Occupations</u>	<u>N</u>	<u>Captain</u>	<u>All Conference</u>	<u>All City</u>	<u>All State</u>	<u>Total</u>
MILITARY	800	25	13	6	10	52(6.5%)
PROFESSIONAL*	671	26	11	12	27	100(14.9)
Socially Oriented	278	15	16	3	20	54(19.4)
Technical	365	10	19	6	6	41(11.2)
Artistic	28	1	0	3	1	5(17.9)
FARMERS	113	7	9	2	6	24(21.2)
MANAGERS	748	42	47	22	26	137(18.3)
CLERICAL	151	6	3	3	5	17(11.3)
SALESMEN	436	23	23	11	20	77(17.7)
CRAFTSMEN	445	25	17	7	23	72(16.2)
OPERATIVES	133	13	2	5	7	27(20.3)
SERVICE WORKERS	146	10	6	5	8	29(19.9)
FARM LABORERS	4	0	0	0	0	0
LABORERS	106	6	14	7	6	33(31.1)
OTHER	2	--	--	--	--	--
TOTALS	3755	183(4.9%)	167(4.4%)	80(2.1%)	138(3.7%)	568(15.1%)

*Data are the sum of the three Professional subgroups.

TABLE A-10

HONORS IN HIGH SCHOOL VARSITY NON-CONTACT SPORTS
BY FATHERS' OCCUPATIONS

<u>Fathers'</u> <u>Occupations</u>	<u>N</u>	<u>Captain</u>	<u>All</u> <u>Conference</u>	<u>All</u> <u>City</u>	<u>All</u> <u>State</u>	<u>Total</u>
MILITARY	800	45	7	6	13	71(8.9%)
PROFESSIONAL*	671	48	26	15	26	115(17.1)
Socially Oriented	278	23	14	7	12	56(20.1)
Technical	365	25	8	8	12	53(14.5)
Artistic	28	0	4	0	2	6(21.4)
FARMERS	113	7	7	3	2	19(16.8)
MANAGERS	748	53	24	25	20	122(16.3)
CLERICAL	151	8	3	2	1	14(9.3)
SALESMEN	436	22	18	6	14	60(13.8)
CRAFTSMEN	445	25	17	7	23	72(16.2)
OPERATIVES	133	12	1	5	2	20(15.0)
SERVICE WORKERS	146	10	3	4	6	23(15.8)
FARM LABORERS	4	--	--	--	--	--
LABORERS	106	10	4	1	6	21(19.8)
OTHER	2	--	--	--	--	---
TOTALS	3755	240(6.4%)	110(2.9%)	74(2.0%)	113(3.0%)	537(14.3%)

*Data are the sum of the three Professional subgroups.

TABLE A-11

DISTRIBUTION OF OCCUPATION SUBSAMPLES (IN PERCENTS) BY U.S. REGIONS***

Fathers' Occupations	N	Regions									
		NE	MA	ENC	WNC	SA	ESC	WSC	M	P	O
MILITARY	776	3.6%	13.8%	4.5%	4.1%	36.7%	5.2%	7.6%	4.0%	9.4%	11.1%
PROFESSIONAL*	658	7.9	20.7	18.1	6.4	17.0	5.5	8.8	4.0	9.9	1.8
Socially Oriented	274	8.0	19.3	20.1	8.0	16.8	5.1	9.8	2.9	8.4	1.5
Technical	356	7.9	22.5	16.8	4.8	16.6	6.2	7.0	4.5	11.5	2.2
Artistic	28	7.1	10.7	14.3	10.7	25.0	---	21.4	7.1	3.6	---
FARMERS	107	---	8.4	19.6	22.4	15.0	10.3	12.2	5.6	5.6	0.9
MANAGERS	738	8.2	26.7	16.5	8.1	16.3	5.7	6.9	2.7	8.0	0.8
CLERICAL	148	7.4	26.4	14.2	8.8	17.6	3.8	5.4	2.0	8.1	1.4
SALESMEN	432	6.5	22.7	18.8	10.2	15.7	7.4	9.0	2.8	6.9	---
CRAFTSMEN	435	13.3	28.7	20.0	4.8	10.3	4.4	5.8	4.4	7.8	0.5
OPERATIVES	132	7.6	24.2	20.4	12.1	10.6	6.8	7.6	3.0	3.8	0.8
SERVICE WORKERS	146	13.7	31.5	17.8	5.5	11.0	4.1	6.2	0.7	9.6	---
FARM LABORERS	4	---	---	---	25.0	---	---	25.0	25.0	25.0	---
LABORERS	106	11.3	32.1	17.0	7.6	5.7	2.8	7.6	5.7	10.4	---
TOTALS	3682**	6	22.4	15.1	7.3	19.2	5.7	7.7	3.5	8.4	3.0

*Data are the sum of the three Professional subgroups.

**73 Cadets did not have a state code.

***See page 54 for states within regions.

TABLE A-12

PERCENT OF CADETS FROM THE U.S. REGION SUBSAMPLES (IN PERCENTS) BY OCCUPATIONS

Fathers' Occupations	N	Regions***									
		NE	MA	ENC	WNC	SA	ESC	WSC	M	P	O
MILITARY	776	9.9	13.0	6.3	11.9	40.2	19.0	20.8	24.0	23.6	78.2
PROFESSIONAL*	658	18.4	16.5	21.4	15.6	11.8	17.1	20.5	20.2	21.0	10.9
Socially Oriented	274	7.8	6.4	9.9	8.2	5.5	6.6	9.5	6.2	7.4	3.6
Technical	356	9.9	9.7	10.8	6.3	8.3	10.4	8.8	12.4	13.2	7.3
Artistic	28	0.7	0.4	0.7	1.1	1.0	---	2.1	1.6	0.3	0
FARMERS	107	---	1.1	3.8	18.9	2.3	5.2	4.6	4.6	1.9	0.9
MANAGERS	738	21.6	23.9	21.9	22.3	17.0	19.9	18.0	15.5	19.0	5.4
CLERICAL	148	3.9	4.7	3.8	4.8	3.7	6.2	2.8	2.3	3.9	1.8
SALESMEN	432	9.9	11.9	14.5	16.4	9.6	15.2	13.8	9.3	9.7	---
CRAFTSMEN	435	20.6	15.0	15.6	7.8	6.4	9.0	8.8	14.7	11.0	1.8
OPERATIVES	132	4.3	3.9	4.8	6.0	2.0	4.3	4.2	3.1	1.6	0.9
SERVICE WORKERS	146	7.1	5.6	4.7	3.0	2.3	2.8	3.0	0.8	4.5	---
FARM LABORERS	4	---	---	---	0.4	---	---	0.4	0.8	0.3	---
LABORERS	106	4.3	4.1	3.0	3.0	0.8	1.4	2.8	4.6	3.6	---
TOTALS	3682**	7.6	22.3	15.1	7.31	19.2	5.7	7.6	3.5	8.4	2.99

*Data are the sum of the three Professional subgroups.

**73 Cadets did not have a state code.

***See page 54 for states within regions.

TABLE A-13

MOTHERS' OCCUPATIONS BY FATHERS' OCCUPATIONS

Fathers' Occupations	N	Mothers' Occupations													Total Employed
		01	02	03	04	05	06	07	08	09	10	11	12	13 Homemaker	
MILITARY (01)	776	0	31	7	2	0	6	42	5	0	0	2	0	1	96(12.4%)
PROFESSIONAL*	659	0	87	21	6	0	14	74	6	2	2	11	0	0	220(33.4)
Socially Oriented (02)	275	0	52	10	1	0	6	25	3	0	1	0	0	0	98(35.6)
Technical (03)	357	0	33	11	2	0	8	42	2	2	0	11	0	0	111(31.1)
Artistic (04)	27	0	2	0	3	0	0	4	1	0	1	0	0	0	11(40.7)
FARMERS (05)	112	0	10	1	0	1	1	12	1	0	2	2	0	0	30(26.8)
MANAGERS (06)	724	0	54	8	4	0	23	80	10	1	3	12	0	0	195(26.9)
CLERICAL (07)	150	0	13	1	0	0	0	33	3	3	2	1	0	2	58(38.7)
SALESMEN (08)	427	0	27	4	2	0	5	54	17	1	1	8	0	1	120(28.1)
CRAFTSMEN (09)	438	0	22	12	1	0	8	62	12	3	11	20	0	3	154(35.2)
OPERATIVES (10)	128	0	8	3	0	1	3	11	4	1	8	6	0	3	48(37.5)
SERVICE WORKERS (11)	141	0	13	3	0	0	3	17	4	1	3	10	0	2	56(39.7)
FARM LABORERS (12)	4	-	-	-	-	-	-	-	-	-	-	-	-	-	---
LABORERS (13)	104	0	4	3	0	0	2	11	0	0	5	2	0	5	32(30.8)
OTHER (14)	2	-	-	-	-	-	-	-	-	-	-	-	-	-	---
TOTALS	3674**	0	269	65	15	2	65	393	62	12	37	74	0	17	1009(27.5)

*Data are the sum of the three Professional subgroups.

**81 did not report a mother's occupation (deceased or separated).

TABLE A-14

USMA LOSSES BY FATHERS' OCCUPATIONS

Fathers' Occupations	Entrants	Acad. Losses	Vol. Res.	Medical	Other	Total Losses
MILITARY	800	84 (10.5%)	81 (10.1%)	13	10	188 (23.5%)
PROFESSIONAL*	671	64 (09.5)	106 (15.8)	25	8	203 (30.2)
Socially Oriented	278	27 (09.7)	49 (17.6)	6	6	88 (31.6)
Technical	365	33 (09.0)	56 (15.3)	14	2	105 (28.8)
Artistic	28	4 (14.3)	1 (03.6)	5	0	10 (35.7)
FARMERS	113	19 (16.8)	18 (15.9)	3	1	41 (36.3)
MANAGERS	748	74 (09.9)	124 (16.6)	12	7	217 (29.0)
CLERICAL	151	16 (10.6)	25 (16.6)	3	5	49 (32.4)
SALESMEN	436	47 (10.8)	73 (16.7)	11	7	138 (31.6)
CRAFTSMEN	445	42 (09.4)	61 (13.7)	15	4	122 (27.4)
OPERATIVES	133	13 (09.8)	21 (15.8)	2	1	37 (27.8)
SERVICE WORKERS	146	18 (12.3)	16 (11.0)	4	5	43 (29.4)
FARM LABORERS	4	--	--	--	--	--
LABORERS	106	8 (07.6)	14 (13.2)	2	1	25 (23.6)
OTHER	2	--	--	--	--	--
TOTALS	3755	385 (10.2%)	539 (14.4%)	90 (2.4%)	49 (1.3%)	1063 (28.3%)

*Data are the sum of the three Professional subgroups.

TABLE A-15
CADET LOSSES BY REGIONS

<u>U.S. Regions*</u>	<u>Entered Number</u>	<u>Acad. Losses</u>	<u>Vol. Res.</u>	<u>Medical</u>	<u>Other</u>	<u>Total Losses</u>
NE	282	33(11.7%)	32(11.3%)	5	11	81 (28.7%)
MA	823	79(9.6)	93(11.3)	17	21	210 (25.5)
ENC	557	60(10.8)	96(17.2)	4	16	176 (31.6)
WNC	269	23(8.6)	48(17.8)	3	9	83 (30.9)
SA	708	84(11.9)	95(13.4)	13	8	200 (28.2)
ESC	211	19(9.0)	41(19.4)	2	1	63 (29.9)
WSC	283	32(11.3)	48(17.0)	2	6	88 (31.1)
M	129	13(10.1)	16(12.4)	2	5	36 (27.9)
P	310	27(8.7)	51(16.4)	2	6	86 (27.7)
O	110	7(6.4)	13(11.8)	0	1	21 (19.1)
TOTALS	3682	377(10.2)	533(14.5)	50	84	1044 (28.4)

*See page 54 for states within regions.

TABLE A-16

AVERAGE FINAL ASR ORDERS OF MERIT BY FATHERS' OCCUPATIONS

<u>Fathers' Occupations</u>	<u>Number Entered</u>	<u>Number With Final ASR</u>	<u>M***</u>	<u>S.D.</u>
MILITARY	800	599	29.16	16.25
PROFESSIONAL*	671	457	28.94	16.45
Socially Oriented	278	183	28.00	16.53
Technical	365	258	29.74	16.28
Artistic	28	16	27.44	16.45
FARMERS	113	70	26.99	15.70
MANAGERS	748	522	27.24	16.31
CLERICAL	151	101	29.39	15.83
SALESMEN	436	260	27.64	16.40
CRAFTSMEN	445	316	27.07	16.03
OPERATIVES	133	94	27.46	15.60
SERVICE WORKERS	145	102	28.99	15.23
FARM LABORERS	4	4	22.50	13.40
LABORERS	106	80	28.35	16.62
OTHER	2	0	Not Comp.	Not Comp.
TOTALS	3755	2605**	28.29	16.9

*Data are the sum of the three Professional subgroups.

**ASR O.M.'s not available on 57 graduates.

***Converted standard scores with a range of scores from 1 (high) to 60 (low).

TABLE A-17

OFFICER RESIGNATIONS BY FATHERS' OCCUPATIONS (TOTAL GROUP)

<u>Fathers' Occupations</u>	<u>Commissioned in Army</u>	<u>Resigned</u>
MILITARY	546	106 (19.4%)
PROFESSIONAL*	427	134 (31.3)
Socially Oriented	175	50 (28.6)
Technical	236	79 (33.5)
Artistic	16	5 (31.2)
FARMERS	62	15 (24.2)
MANAGERS	475	162 (34.1)
CLERICAL	90	35 (38.9)
SALESMEN	270	86 (31.8)
CRAFTSMEN	279	85 (30.5)
OPERATIVES	84	22 (26.2)
SERVICE WORKERS	89	30 (33.7)
FARM LABORERS	4	1 (25.0)
LABORERS	72	15 (20.8)
OTHER	1	0
TOTALS	2399**	***

*Data are the sum of the three Professional subgroups.

**Of the 2457 commissioned in the Army, no Father's Occupation was reported for 58.

***Does not include 31 with no Father's Occupation and 37 who could not be located for the following reasons:

- 4 resignees' 201 files could not be located.
- 7 were not identified as resignees, due to the normal lag in updating procedures.
- 26 resignees' files could not be collated with 201 file data due to human and machine error.

TABLE A-18

**OFFICER RESIGNATIONS BY FATHERS' OCCUPATIONS
(FOR WHOM BRANCH INFORMATION WAS AVAILABLE)**

<u>Fathers' Occupations</u>	<u>Commissioned in Army</u>	<u>Active n of 1 Dec 71</u>	<u>Resigned**</u>
MILITARY	448	369	79(17.6%)
PROFESSIONAL*	303	214	89(29.4)
Socially Oriented	120	84	36(30.0)
Technical	172	122	50(29.1)
Artistic	11	8	3(27.3)
FARMERS	51	39	12(23.5)
MANAGERS	327	212	115(35.2)
CLERICAL	69	45	24(34.8)
SALESMEN	191	133	58(30.4)
CRAFTSMEN	201	145	56(27.9)
OPERATIVES	60	46	14(23.3)
SERVICE WORKERS	71	49	22(31.0)
FARM LABORERS	4	3	1(25.0)
LABORERS	53	45	8(15.1)
TOTALS	1778	1300	478(26.9)

*Data are the sum of the three Professional subgroups.

**Branch information not available on 31% of the resignees.

TABLE A-19

EARLY AND DELAYED PROMOTIONS BY FATHERS' OCCUPATIONS

<u>Fathers'</u> <u>Occupations</u>	<u>Totals</u>	<u>Early</u> <u>Promotions</u>	<u>Delayed</u> <u>Promotions</u>
MILITARY	448	50	18
PROFESSIONAL*	303	41	4
Socially Oriented	120	21	2
Technical	172	18	2
Artistic	11	2	0
FARMERS	51	11	0
MANAGERS	327	34	10
CLERICAL	69	4	1
SALESMEN	191	32	4
CRAFTSMEN	201	27	2
OPERATIVES	60	7	1
SERVICE WORKERS	71	10	1
FARM LABORERS	4	1	1
LABORERS	53	5	3
TOTALS	1778	222	45

*Data are the sum of the three Professional subgroups.

TABLE A-20

SIX-YEAR O.M. RATING BY FATHERS' OCCUPATIONS

<u>Fathers' Occupations</u>	<u>Totals</u>	<u>Upper Third</u>	<u>Middle Third</u>	<u>Lower Third</u>
MILITARY	448*	151	143	152
PROFESSIONAL**	303	99	102	102
Socially Oriented	120	46	35	39
Technical	172	47	65	60
Artistic	11	6	2	3
FARMERS	51	22	12	17
MANAGERS	327	122	114	91
CLERICAL	69	19	20	30
SALESMEN	191	73	70	48
CRAFTSMEN	201	62	73	66
OPERATIVES	60	18	20	22
SERVICE WORKERS	71	26	25	20
FARM LABORERS	4	2	1	1
LABORERS	53	18	20	15
TOTALS	1778	612	600	564

*Two officers could not be assigned a position.

**Data are the sum of the three Professional subgroups.

TABLE A-21
CURRENT O.M. RATINGS BY FATHERS' OCCUPATIONS
(ALL ACTIVE OFFICERS)

<u>Fathers' Occupations</u>	<u>Totals</u>	<u>Upper Third</u>	<u>Middle Third</u>	<u>Lower Third</u>
MILITARY	365	127	120	118
PROFESSIONAL*	214	69	77	68
Socially Oriented	84	28	27	29
Technical	122	37	46	39
Artistic	8	4	4	0
FARMERS	39	17	12	10
MANAGERS	210	76	68	66
CLERICAL	45	11	14	20
SALESMEN	133	50	44	39
CRAFTSMEN	144	39	48	57
OPERATIVES	44	16	15	13
SERVICE WORKERS	48	18	15	15
FARM LABORERS	3	2	1	0
LABORERS	45	16	15	14
TOTALS	1290	441	429	420

*Data are the sum of the three Professional subgroups.

TABLE A-22
OFFICER RESIGNATIONS BY BRANCH OF SERVICE

<u>Branch</u>	<u>N</u>	<u>Active as of 1 Dec 71</u>	<u>Resigned</u>
ADA	136	72	64 (47.1%)
AG	28	13	15 (53.6)
Arm	206	158	48 (23.3)
Chem	5	5	0 (00.0)
Engineer	244	190	54 (22.1)
FA	409	294	115 (28.1)
Fin	4	3	1 (25.0)
Inf	460	372	88 (19.1)
MI	58	40	18 (31.0)
MP	5	3	2 (40.0)
Ord	48	32	16 (33.3)
QM	16	13	3 (18.8)
Signal	147	98	49 (33.3)
Trans	12	7	5 (41.7)
TOTALS	1778	1300	478 (26.9)

NOTE: The Chi Square test for 9 degrees of freedom (AG, Chem, Fin, MP, QM, and Trans were combined for the test) yielded a value of 46.273, significant well beyond the .01 level.

TABLE A-23

EARLY AND DELAYED PROMOTIONS BY BRANCH OF SERVICE

<u>Branch</u>	<u>N</u>	<u>Early Promotions</u>	<u>Delayed Promotions</u>
ADA	136	1	1
AG	28	0	0
Arm	206	24	3
Chem	5	1	1
Engineer	244	41	3
FA	409	20	1
Fin	4	0	0
Inf	460	120	27
MI	58	3	0
MP	5	0	0
Ord	48	2	4
QM	16	1	1
Signal	147	8	4
Trans	12	1	0
TOTALS	1778	222	45

TABLE A-24

SIX YEAR O.M. RANKINGS BY BRANCH OF SERVICE

<u>Branch</u>	<u>N</u>	<u>Upper Third</u>	<u>Middle Third</u>	<u>Lower Third</u>
ADA	136	45	47	44
AG	28	13	9	6
Arm	206	62	77	67
Chem	5	2	2	1
Engineer	244	84	82	78
FA	409	140	138	131
Fin	4	4	0	0
Inf	460	154	152	153
MI	58	22	21	15
MP	5	4	1	0
Ord	48	16	18	13
QM	16	12	2	2
Signal	147	47	47	53
Trans	12	7	4	1
TOTALS	1778*	612	600	564

*Two officers could not be assigned a position.

TABLE A-25

CURRENT O.M. LISTING BY BRANCH OF SERVICE
(ALL ACTIVE OFFICERS)

<u>Branch</u>	<u>N</u>	<u>Upper Third</u>	<u>Middle Third</u>	<u>Lower Third</u>
ADA	71	23	22	26
AG	13	7	4	2
Arm	158	48	57	53
Chem	5	2	2	1
Engineer	190	62	67	61
FA	292	102	96	94
Fin	3	3	0	0
Inf	372	126	122	124
MI	37	15	11	11
MP	3	2	1	0
Ord	31	9	12	10
QM	13	8	2	3
Signal	98	31	32	35
Trans	4	3	1	0
TOTAL	1290	441	429	420

TABLE A-26

BRANCH ASSIGNMENT BY FATHERS' OCCUPATIONS

Fathers' Occupations	N	ADA N=136		AG N=28		Arm N=206		Chem N=5		Eng N=244		FA N=409		Fin N=4		Inf N=460		MI N=58		MP N=5		Ord N=48		QM N=16		Sig N=147		Trans N=12	
		N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
MILITARY	448	19(3.1)	7(1.1)	61(10.0)	1(0.2)	67(11.0)	101(16.5)	2(0.3)	130(21.1)	10(1.6)	1(0.2)	15(2.4)	7(1.1)	23(3.8)	4(0.6)														
PROFESSIONAL																													
Socially Oriented	120	8(4.2)	2(1.0)	13(6.8)	1(0.5)	16(8.4)	25(13.2)	0	36(19.0)	2(1.0)	0	1(0.5)	1(0.5)	15(7.9)	0														
Technical	172	19(7.3)	2(0.8)	17(6.5)	1(0.4)	31(11.9)	36(13.8)	1(0.4)	37(14.2)	4(1.5)	1(0.4)	4(1.5)	2(0.8)	14(5.4)	3(1.2)														
Artistic	11	1(5.5)	0	0	0	2(11.1)	2(11.1)	0	5(27.8)	0	0	1(5.6)	0	0	0														
FARMERS	51	2(2.8)	2(2.8)	5(6.9)	1(1.4)	13(18.1)	11(15.3)	0	11(15.3)	2(2.8)	0	0	0	4(5.6)	0														
MANAGERS	327	30(5.6)	6(1.1)	34(6.4)	0	40(7.5)	78(14.5)	1(0.2)	80(15.1)	9(1.7)	1(0.2)	10(1.9)	2(0.4)	34(6.4)	2(0.4)														
CLERICAL	69	5(4.9)	3(2.9)	6(5.9)	0	8(7.8)	21(19.6)	0	20(19.6)	0	0	2(2.0)	0	4(3.9)	0														
SALESMEN	191	15(5.0)	2(0.7)	27(9.1)	0	20(6.7)	46(15.1)	0	49(16.4)	9(3.0)	0	6(2.0)	1(0.3)	15(5.0)	1(0.3)														
CRAFTSMEN	201	23(6.8)	2(0.6)	23(7.1)	1(0.3)	31(9.6)	44(13.6)	0	43(13.3)	13(4.0)	0	4(1.2)	2(0.6)	15(4.6)	0														
OPERATIVES	60	2(2.1)	0	6(6.2)	0	4(4.2)	14(14.6)	0	18(18.8)	5(5.2)	1(1.0)	2(2.1)	0	8(8.3)	0														
SERVICE WORKERS	71	7(6.8)	1(1.0)	10(9.7)	0	7(6.8)	17(16.5)	0	15(14.6)	3(2.9)	1(1.0)	1(1.0)	0	8(7.8)	1(1.0)														
FARM LABORERS	4	1	0	1	0	0	1	0	1	0	0	0	0	0	0														
LABORERS	53	4(4.9)	1(1.2)	3(3.7)	0	5(6.2)	13(16.1)	0	15(18.5)	1(1.2)	0	2(2.5)	1(1.2)	7(8.6)	1(1.2)														

APPENDIX B

CODE SHEETS

CODE SHEET 1

DATA EXTRACTED FROM 201 FILES

ITEM I. SIZE OF HIGH SCHOOL CLASS

- a. 1-9
- b. 10-24
- c. 25-49
- d. 50-99
- e. 100-199
- f. 200-349
- g. 350-499
- h. 500-749
- i. 750-999
- j. 1000+

ITEM II. RANK IN HIGH SCHOOL CLASS

- a. 1st
- b. 2-4
- c. 5-9
- d. 10-24
- e. 25-49
- f. 50-99
- g. 100-199
- h. 200-499
- i. 500-999
- j. 1000+

ITEM III. HIGH SCHOOL STATE

See page 53.

ITEM IV. PRESIDENT OF

- a. Senior Class
- b. Student Body

ITEM V. VICE PRESIDENT OF

- a. Senior Class
- b. Student Body

ITEM VI. NUMBER OF LETTERS IN CONTACT SPORTS (THE SUM OF ALL LETTERS IN FOOTBALL, SOCCER, HOCKEY, BOXING AND WRESTLING)

CODE SHEET 1 (Continued)

ITEM VII. NUMBER OF LETTERS IN NON-CONTACT SPORTS (ALL OTHER LETTERS)

ITEM VIII. RECOGNITION IN CONTACT SPORTS

- a. Captain
- b. All Conference
- c. All City
- d. All State

ITEM IX. RECOGNITION IN NON-CONTACT SPORTS

- a. Captain
- b. All Conference
- c. All City
- d. All State

ITEM X. PREP SCHOOL ATTENDED (EXCLUDE USMAPS)--See Code Sheet 8, page 58.

- Y. Yes
- N. No

ITEM XI. COLLEGE ATTENDED (AT LEAST 6 CREDITS)

- Y. Yes
- N. No

ITEM XII. MILITARY SERVICE CADET

- a. None--straight to USMA from High School
- b. USMAPS Only
- c. USMAPS plus at least 4 months
- d. Other (no USMAPS)

ITEM XIII. TYPE OF SEPARATION

- a. Academic
- b. Voluntary Resignations
- c. All other motivational reasons--(ASR, Conduct, etc.)
- d. Medical

CODE SHEET 1 (Cont'nued)

ITEM XIV. MILITARY SERVICE OF FATHER

- O. None
- M. Minimum (draft or war time service)
- M+. More than minimum

ITEM XV. PARENTS DECEASED

- M. Mother only
- F. Father only
- B. Both

ITEM XVI. FATHER'S OCCUPATION

See page 52.

ITEM XVII. MOTHER'S OCCUPATION

See page 52.

ITEM XVIII. ASR O.M.

CODE SHEET 2

OCCUPATIONS (FATHER, MOTHER)

CODE

- 01 MILITARY
- PROFESSIONAL
- 02 Socially Oriented (Teachers, Clergy, Lawyers, Physicians, Social
 Scientists)
- 03 Technical (Accountants, Chemists, Engineers, Natural Scientists,
 Pharmacists, Technicians)
- 04 Artistic (Architects, Artists, Authors, Designers)
- 05 FARMERS AND FARM MANAGERS
- 06 MANAGERS, OFFICIALS, AND PROPRIETORS (Administrators, Manufac-
 turing Executives, Owners of Businesses)
- 07 CLERICAL AND KINDRED WORKERS (Bookkeepers, Mail Carriers, etc.)
- 08 SALESMEN (Insurance, Real Estate, Manufacturing, Wholesale,
 Retail, Sales Engineers)
- 09 CRAFTSMEN, FOREMEN (Carpenters, Locomotive Engineers, Bakers,
 Painters, Construction, etc.)
- 10 OPERATIVES AND KINDRED WORKERS (Assemblers, Attendants, Bus
 Drivers, Meat Cutters, Sailors, Truck Drivers, etc.)
- 11 SERVICE WORKERS (Barbers, Cooks, Firemen, Policemen, Waiters,
 etc.)
- 12 FARM LABORERS AND FOREMEN
- 13 LABORERS, EXCEPT FARM (Fishermen, Longshoremen, Lumbermen, Manu-
 facturing and Non-Manufacturing Laborers)
- 14 OTHER (Home-managing, Mothers)

CODE SHEET 3

STATE CODES

CODE

01	Alabama
02	Alaska
03	Arizona
04	Arkansas
05	California
06	Colorado
07	Connecticut
08	Delaware
09	Florida
10	Georgia
11	Hawaii
12	Idaho
13	Illinois
14	Indiana
15	Iowa
16	Kansas
17	Kentucky
18	Louisiana
19	Maine
20	Maryland
21	Massachusetts
22	Michigan
23	Minnesota
24	Mississippi
25	Missouri
26	Montana

CODE

27	Nebraska
28	Nevada
29	New Hampshire
30	New Jersey
31	New Mexico
32	New York
33	North Carolina
34	North Dakota
35	Ohio
36	Oklahoma
37	Oregon
38	Pennsylvania
39	Rhode Island
40	South Carolina
41	South Dakota
42	Tennessee
43	Texas
44	Utah
45	Vermont
46	Virginia
47	Washington
48	West Virginia
49	Wisconsin
50	Wyoming
51	Dist of Columbia
52	US Territory or Foreign Country

CODE SHEET 4

CODES FOR UNITED STATES REGIONS

		<u>CODE</u>
Region 1.	New England (area)	
	Maine	
	New Hampshire	
	Vermont	
	Massachusetts	= 1
	Rhode Island	All others = 0
	Connecticut	
Region 2.	Middle Atlantic	
	New York	
	New Jersey	= 1
	Pennsylvania	All others = 0
Region 3.	East North Central	
	Ohio	
	Indiana	
	Illinois	= 1
	Michigan	All others = 0
	Wisconsin	
Region 4.	West North Central	
	Minnesota	
	Iowa	
	Missouri	= 1
	North Dakota	All others = 0
	South Dakota	
	Nebraska	
Region 5.	South Atlantic	
	Delaware	
	Maryland	
	Washington D.C.	
	Virginia	= 1
	West Virginia	All others = 0
	North Carolina	
	South Carolina	
	Georgia	
	Florida	

CODE SHEET 4 (Continued)

		<u>CODE</u>	
Region 6.	East South Central		
	Kentucky		
	Tennessee	= 1	All others = 0
	Alabama		
	Mississippi		
Region 7.	West South Central		
	Arkansas		
	Louisiana	= 1	All others = 0
	Oklahoma		
	Texas		
Region 8.	Mountain		
	Montana		
	Idaho		
	Wyoming		
	Colorado	= 1	All others = 0
	New Mexico		
	Arizona		
	Utah		
	Nevada		
Region 9.	Pacific		
	Washington		
	Oregon		
	California	= 1	All others = 0
	Alaska		
	Hawaii		
Region 10.	All Other Areas	= 1	All others = 0

CODE SHEET 5

OCCUPATIONAL SCALE

<u>Occupation Code</u>	<u>Scale Value</u>
13	1
12	2
11	3
10 & 07	4
9	5
8	6
6 & 5	7
4, 3 & 2	8
1	9

CODE SHEET 6

BRANCH CODE

<u>BRANCH</u>	<u>CODE</u>
01 Air Defense Artillery	1 All others, 0
02 Adjutant General	1 All others, 0
03 Armor	1 All others, 0
04 Chemical	1 All others, 0
05 Engineer	1 All others, 0
06 Field Artillery	1 All others, 0
07 Finance Corps	1 All others, 0
08 Infantry	1 All others, 0
09 Mil. Intelligence	1 All others, 0
10 Military Police	1 All others, 0
11 Ordnance	1 All others, 0
12 Quartermaster	1 All others, 0
13 Signal Corps	1 All others, 0
14 Transportation	1 All others, 0
15 04, 05, 13	1 All others, 0
16 02, 07, 09, 10	1 All others, 0
17 11, 12, 14	1 All others, 0

THESE CODES ARE ON MAP

CODE SHEET 7

TABLE FOR CONVERSION OF ITEM I (H.S. STANDING) AND ITEM II
(SIZE OF H.S.) TO A HIGH SCHOOL RANK SCORE

Item I	Item II	High School Rank Score	Item I	Item II	High School Rank Score
1	1	60	7	1	80
1	2	50	7	2	75
1	3	40	7	3	70
2	1	60	7	4	65
2	2	55	7	5	60
2	3	45	7	6	55
2	4	40	7	7	45
3	1	65	7	8	35
3	2	55	8	1	85
3	3	50	8	2	80
3	4	45	8	3	75
3	5	40	8	4	70
4	1	65	8	5	65
4	2	60	8	6	60
4	3	55	8	7	55
4	4	50	8	8	45
4	5	45	8	9	35
4	6	40	9	1	90
5	1	70	9	2	85
5	2	65	9	3	80
5	3	60	9	4	75
5	4	55	9	5	70
5	5	50	9	6	65
5	6	45	9	7	55
5	7	40	9	8	45
6	1	75	9	9	35
6	2	70	10	1	95
6	3	65	10	2	90
6	4	60	10	3	85
6	5	55	10	4	80
6	6	50	10	5	75
6	7	45	10	6	70
6	8	40	10	7	60
			10	8	50
			10	9	40
			10	10	30

CODE SHEET 8

PREP SCHOOLS

01. Armed Forces Prep School, San Antonio, Texas
02. The Boyden School, San Diego, California
03. Braden's School, Cornwall-on-Hudson, New York
04. Bullis School, Silver Spring, Maryland
05. Carson Military and Naval Prep School, Detroit, Michigan
06. Columbian Prep School, Washington, D.C.
07. Drew School, San Francisco, California
08. Manlius School, Manlius, New York
09. Marion Institute, Marion, Alabama
10. Millard School, Bandon, Oregon
11. Northwestern Prep School, Minneapolis, Minnesota
12. Rutherford Prep School, Long Beach, California
13. San Marino Prep School, San Marino, California
14. Sullivan School, Washington, D.C.
15. U.S.M.A. Prep School, Fort Belvoir, Virginia
16. U.S. Naval Academy Prep School, Bainbridge, Maryland
17. University School, Pittsburgh, Pennsylvania
18. Other (give name of school in space provided after Question 12)

UNCLASSIFIED

Security Classification

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY (Corporate author) Office of Institutional Research U.S. Military Academy West Point, New York 10996		2a. REPORT SECURITY CLASSIFICATION UNCLASSIFIED	
		2b. GROUP	
3. REPORT TITLE The Socioeconomic Background and Performance of West Point Graduates			
4. DESCRIPTIVE NOTES (Type of report and inclusive dates)			
5. AUTHOR(S) (First name, middle initial, last name) Dr. Joseph E. Marron			
6. REPORT DATE May 1972		7a. TOTAL NO. OF PAGES 63	7b. NO. OF REFS
8a. CONTRACT OR GRANT NO.		8b. ORIGINATOR'S REPORT NUMBER(S) OB1,02-72-034	
b. PROJECT NO.			
c.		8d. OTHER REPORT NO(S) (Any other numbers that may be assigned this report)	
d.			
10. DISTRIBUTION STATEMENT Reproduction of this document in whole or in part must have prior approval of the Superintendent, United States Military Academy, West Point, N.Y.			
11. SUPPLEMENTARY NOTES		12. SPONSORING MILITARY ACTIVITY United States Military Academy West Point, New York 10996	
13. ABSTRACT The social mobility study was undertaken to determine whether any patterns in selection, retention, and/or performance exist for any particular socioeconomic groups among USMA officers in the Army. The sample was comprised of the Classes of 1961 through 1965, from entrance to current status (as of 1 Dec '71). The results of the study indicate: (a) that there is a strong bias in favor of the selection and retention of the sons of fathers in the Military profession; (b) that more is expected of those in the lower social classes than of those from the Military profession, for admission to West Point; (c) that those from middle and lower social classes perform as well as those from higher social classes, both at West Point and in the Army; and (d) that those from the socially-oriented professions and middle and lower-middle classes are more apt to perform outstandingly in critical situations than those from other occupational categories.			

DD FORM 1473

REPLACES DD FORM 1473, 1 JAN 64, WHICH IS OBSOLETE FOR ARMY USE.

UNCLASSIFIED

Security Classification

KEY WORDS	LINK A		LINK B		LINK C	
	ROLE	WT	ROLE	WT	ROLE	WT
Socioeconomic Factors Classes of '61 - '65 Fathers' Occupations Performance Criteria ASR Prediction						